



MENTOR SPOTLIGHT on NAVAIR's Ms Adrienne Somerville

One of the foundational elements of NAVAIR's successful mentoring program is the professionalism and diversity of the cadre of registered mentors. While the career paths are unique as the individual mentor, one of the commonalities among these leaders is their willingness to invest in the professional development of the workforce. Ms Adrienne Somerville is one of NAVAIR's mentors.

Adrienne Somerville is Naval Air Systems Command's Community Management Program Manager for Command Strategies, Force Planning, and Analysis, dedicated to developing and implementing a skills planning and management process and tool.

A native of Brooklyn, NY, she received her Bachelor's Degree from Norfolk State University in Norfolk, Va., her Master's of Science in Management from Florida Institute of Technology, Melbourne, Fla. and a certificate in Legislative Affairs in 2011 from Georgetown University, Washington, DC.

Somerville began her government career with the Naval Sea Systems Command, Arlington, Va., in 1994, when she was selected for the Contracting Naval Acquisition Intern Program. She transferred to NAVAIR as a contract specialist in 1995. As a contract specialist and procuring contracting officer, she provided tactical and strategic acquisition solutions in support of programs including H-60, F/A-18, V-22 and more.

She served as the Continuous Process Improvement Deployment Champion for the Contracts organization, leading NAVAIR's cultural transformation; providing strategic direction and risk assessment of CPI activity; promoting change management; and fostering effective communication throughout the command.

Somerville received multiple Navy awards, such as FY 2000 and FY 2001 Competition and Procurement Excellence Award. She also received the Women of Color Managerial Leadership Award in 2011.

"I strongly believe the role of a mentor is to support the development of transcending leaders, those who capitalize on opportunities to go beyond the boundaries but remain inside the box," Somerville said.

"A mentor is a trusted agent; someone who serves as your alter ego having crucial conversations by telling you what you want and/or do not want to hear, when you need to hear it most. Also, a mentor is often a good soundboard when you are faced with challenging career decisions," she said.

Somerville has had an enduring mentoring relationship for 13 years. She believes a mature mentoring relationship rests upon a high degree of trust and integrity. Like any other relationship, mentoring relationships warrant trust, time and commitment.

Somerville is an active mentor. Through mentorship, she is able to actively listen, take effective action, seek clarity, collaborate and communicate as a leader and a follower.

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